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ELECTRONIC THESIS AND DISSERTATION UNSYIAH

TITLE

PENGARUH PERSON ORGANIZATION FIT DAN PERSON JOB FIT TERHADAP TURNOVER INTENTION KARYAWAN PERBANKAN RNKOTA BANDA ACEH; IKLIM PSIKOLOGIS SEBAGAI PEMEDIASI

ABSTRACT

ABSTRAK

Dalam beberapa tahun terakhir, terkait sikap dan perilaku karyawan menjadi topik yang cukup menarik di bidang perilaku organisasi dan manajemen sumber daya manusia. Penelitian ini bertujuan untuk mengetahui pengaruh dari Person Organization Fit dan Person Job Fit terhadap Turnover Intention karyawan dengan Iklim Psikologis sebagai variabel mediasi. Sampel penelitian ini terdiri dari 131 karyawan dari tujuh bank di Kota Banda Aceh. Metode penelitian ini menggunakan kuesioner sebagai instrument penelitian. Tehnik sampel yang digunakan adalah probability sampling. Teknik pengambilan jumlah sampel populasinya menggunakan prosedur acak berstrata. Metode analisis Hierarchical Linear Modeling (HLM) digunakan sebagai metode analisis untuk mengetahui pengaruh dari variabel-variabel yang terlibat. SPSS 20 digunakan untuk menganalisis data. Korelasi dan analisis regresi digunakan untuk menguji pengaruh langsung dan mediasi antar variabel. Hasil menunjukkan bahwa Person Organization Fit dan Person Job Fit berpengaruh terhadap Turnover Intention, Person Organization Fit dan Person Job Fit berpengaruh terhadap Iklim Psikologis, Iklim Psikologis berpengaruh terhadap Turnover Intention dan Iklim Psikologis memediasi secara parsial (partial mediation) pengaruh antara Person Organization Fit terhadap Turnover Intention serta memediasi secara sempurna (full mediation) pengaruh Person Job Fit terhadap Turnover Intention.

Kata kunci: Person Organization Fit, Person Job Fit, Iklim Psikologis, dan Turnover Intention

ABSTRACT

In last few years, employees' job related attitudes and behaviors have remained topics of considerable interest in the fields of organizational behavior and human resource management. This study aims to explore the impact of Person Organization Fit and Person Job Fit on employee Turnover Intention while considering Psychological Climate as a mediating variable. The Sample for this research is consisted of 131 employees from seven banks of Banda Aceh cities. This research used a questionnaire as the research instrument method. The probability sampling technique is used in this research. The technique of taking total sample population is proportionate stratified random sampling. Hierarchical analysis methods Linear Modeling (HLM) was used as a method of analysis to determine the effect to the variables involved. SPSS 20 is used for analyzing the data. Correlation and regression analysis is used to test the direct and mediating relationship between key variables. Results indicate that both Person Organization Fit and Person Job Fit effect On Turnover Intention, Person Organization Fit and Person Job Fit effect on Psychological Climate, Psychological Climate effect On Turnover Intention and Psychological climate partially mediates the relationship between Person Organization Fit and turnover intention while fully mediates the relationship between Person Job Fit and turnover intention.

Keywords: Person Organization Fit, Person Job Fit, Psychological Climate, dan Turnover Intention